

Psychological-Pedagogical and Information Support of Improving the Management Process of General Secondary Schools in the Conditions of Modernization of Education

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Abstract: The article deals with the psychological-pedagogical and information provision of improving the management process of general secondary schools in the conditions of modernization of education.

Keywords: education, humanism, management process, modernization, general secondary school, quality of education, psychological and pedagogical.

Introduction: Psychological and pedagogical support of the management process is an important component of the innovative activities of general education schools. In our opinion, humanization and informatization of education should be recognized as one of the main conditions for creating psychological-pedagogical support for improving the management process of general secondary schools in the modernization of education.

The essence of this is, first of all, to establish a humanitarian attitude among the school team, and secondly, to create psychological and pedagogical conditions for self-expression and personal growth of students, as well as to create an information environment.

The concept of "humanist" (Latin "homanus" means humanity, humanity) appeared in the 15th century, while the concept of "humanism" was used by the German pedagogue F. Nithammer in the 19th century.

In modern conditions, many philosophical approaches to the concept of "humanitarianism" have been put forward. For example, in some sources, ¹this concept is recognized as a historical system of worldview that recognizes the value of a person as a person.

In our opinion, it is appropriate to present the concept of "humanitarianism" as a developing system of worldview, and accordingly, the essence of this concept is the recognition of a person as a supreme value.

Philanthropy is shown as one of the personality traits that reflect the positive attitude of the subject to the subject. The essence of this concept is reflected in the following:

- recognizing a person as a supreme value, respecting his dignity and worth;
- express intelligence, responsiveness, kindness, courtesy, sympathy, humility and care in dealing with subjects;
- Intolerance of any oppression, lies, hypocrisy, discrimination, insults, indifference,

¹ Zimnyaya I.A. Pedagogical psychology. - M.: Vysshaya Shakola, 1999. - 191 p.

condescension, rudeness, arrogance and rudeness .

Applying humanitarian ideas to the educational process naturally allows us to apply the concept of "humanization of education". Humanization of education shows the following situations:

- the need for lively communication that expresses personal desires and the ability to understand others;
- use of psychological-pedagogical methods of interaction on the behavior and consciousness of subjects in the organization of interpersonal communication based on humanitarian ideas in the school community;
- to ensure the active participation of students in organizing the educational process.

There are specific traditions of inculcating humanitarian ideas into the content of general education schools. That is:

- 1) the humanitarian nature of the state policy in the field of education (the Constitution of the Republic of Uzbekistan recognizes human rights and freedoms as the highest value, the establishment of social actions to protect the rights and freedoms of citizens. The current Law of the Republic of Uzbekistan "On Education" also includes the state policy in the field of education the humanization of education is mentioned as one of the main principles. The fundamental changes taking place in the society and the changes taking place in the continuous education system also caused the idea of humanization of education to occupy a leading place in the state policy in the field;
- 2) related to the humanization of the educational process organized in general education schools, in which the following circumstances are taken into account:
 - to study and take into account the age, psychological and personal characteristics of students in order to ensure the effectiveness of the educational process;
 - enrichment of the personal qualities of the student, who is considered an active subject of the pedagogical process, and their further development;
 - humane attitude towards students, correct understanding of their inner experiences;
 - to create a psychologically healthy environment based on mutual cooperation and cordial relationship between students and teachers;
 - development of individual education;
 - enrichment of the educational content with advanced pedagogical technologies and effective methods that allow comprehensive development of the individual;
 - to ensure comprehensive support of innovative activities.

Although these directions recognized by the author are reflected in the form of general directions for the development of modern general education schools, they, with their collective nature, create an opportunity for comprehensive development of the student's personality, as well as arouse feelings and mood in them and further enrich their thinking.

Material and methods: It is desirable to achieve the priority of humanitarian ideas in the activities of the head of general education schools. After all, the leader must be able to positively solve not only management, but also specific pedagogical tasks. In this process, he directly interacts with the pedagogical team and students. Respecting the rights of educational subjects, taking into account their wishes, interests and interests in the content of communication helps to ensure the effectiveness of management.

Based on the approach of the American sociologist S. Dip, it is important to emphasize that it is important for the leader to use methods such as persuasion, coercion, modeling and encouragement, as well as the ability to protect the interests and needs of the pedagogical and

student community in front of higher management bodies.²

In managing innovative activities of general education schools, it is also necessary for pedagogical staff to be able to meet today's requirements.

The presence of the following qualities in pedagogues allows to achieve efficiency in education and training processes, while creating conditions for the active application of innovative ideas in the activities of general education schools: professional skills, initiative, entrepreneurship, organizational and creative thinking skills, a sense of responsibility and responsibility, ability to adapt to rapid changes (continuous enrichment of knowledge, striving for quality changes and innovations in activities, self-control), having a communication culture (initiative, understanding students, being aware of their age and psychological characteristics, being able to attract others, listening skills to have), to believe in one's strength and capabilities, not to lose heart in any situation, to be able to get out of dealing situations, to be able to protect one's personal views and to be self-restrained.

The head of the institution, as well as the main person, must be honest, truthful, independent, able to be a leader in any situation, uncompromising in protecting his rights, self-respect, value his strength, have a strong character and be courageous³. and information appears as one of the important factors in the management process. Therefore, providing information in the activation of certain processes, that is, the purposeful and effective use of information in the process of collecting, processing, transferring and managing certain conclusions is of particular importance.

Information provision in educational practice is reflected as a complex of innovative technologies. The analysis of available sources (Z.A. Frolov, M.M. Potashnik, V.S. Lazarev, etc.) showed that the concept of "information technology" is explained as follows: resolving conflicts arising in the amount of knowledge that is growing day by day, the second on the other hand, to consider the places and possibilities of their use.

Result and discussion: According to the results of theoretical analysis and scientific research, it is possible to point out the following situations that can ensure efficiency in the management of innovative activities of educational institutions:

1. The connection of general education schools with information distribution entities (libraries, legal entities that collect and process information regardless of the form of ownership - organizations).

School libraries play an important role in this. In the years of independence, serious attention is being paid to improving the activities of libraries, providing them with new information sources and technologies, and organizing information services for students and teachers.

The main activity of the information-library center is as follows:

- providing library and information-bibliography services to students, pedagogues and other readers for the educational process and self-study;
- to teach readers to use literature independently, i.e. to work with books, to search for them, to choose them, to critically evaluate information;
- preservation of library traditions and learning to work with new technologies, computerization of the information-library process and further improvement of the quality of use of the necessary equipment (decisions, regulations).

The activity of information-library centers operating under schools of general education is wide-ranging, ranging from providing the fund with fiction literature, organizing and providing

² Meskon MM, Albert M., Khedouri F. Basic management. - M.: Delo, 1992. - 699 p.

³ Meskon MM, Albert M., Khedouri F. Basic management. - M.: Delo, 1992. - 699 p.

services to the database, organizing debates and competitions on various topics, holding presentations of new literature, exhibitions, as well as extracurricular activities. organization of studies, holding contests on the topic "Active reading class" are among them.

The school-information library center serves to develop innovative activities as a component of general education schools.

It is important that the information-library of general education schools achieve mutual cooperation with the information-resource centers of regions, cities and districts, and establish a strong relationship with them. This cooperation is carried out on the basis of a collection of information on spiritual wealth collected by humanity in various directions (social-ideological, scientific-technical, production, children's and teenagers' creativity, spirituality).

Acquaintance with the activities of the information-library of schools of general education, their connection with the information-resource centers operating in the regions, i.e. presentation ceremonies, excursions, reading and scientific conferences, book festivals, exhibitions of works of art, quizzes, meetings with writers, folklore festivals, family competitions, game trips, fund trips, exhibitions of new literature and other forms are organized.

Currently, information-library centers have become an integral part of the information infrastructure of educational institutions and have an organizational fund of multi-circulation documents, which are given to individuals and legal entities for temporary use. The information resources of funds, catalogs, card files, databases and information libraries are part of the state information resources.

It is important that the information-resource centers operating under general education schools establish mutual relations with information institutions outside the institutions. Among such institutions are archives, museums, shops organizing book sales, recreation centers, etc. has a special place. Cooperation between them is organized in the form of excursions, presentations, celebrations, exhibitions, quizzes, meetings with famous people and other forms.

Therefore, in the conditions of education modernization, their cooperation with information institutions in improving the management process of general secondary schools serves the development of this process.

2. In the conditions of modernization of education, the telecommunication process has a special place in improving the management process of general secondary schools. Telecommunications is a relationship between entities that are distant from each other, that is, entities that establish direct connections are counted.

Today, the following forms of communication are effectively used in general education schools in practice:

- 1) Connecting school computers to the local network. For this, schools should be provided with network equipment and software. Creating a local network allows users of computer services to process data and information on a team basis. This situation also makes it possible to exchange information and use programs, printers, modems and other devices together.
- 2) Use of the collective transnational computer electronic information network through the Internet. There are many local and global networks on the Internet, which belong to various institutions and organizations. The Internet, as a unit of networks of different sizes, ensures their constant communication with each other. The advantage of the Internet is explained by the presence of the world's largest, most reliable and universally accessible global connection.

Today, telecommunications occupy an important place in the activities of educational institutions, and they are considered an important component of the innovation process. However, under the existing conditions, not all general education schools have the

opportunity to use telecommunications services equally effectively. The main reasons for this are the lack of financial resources, the low professional skills of pedagogical staff, the lack of educational programs in the technology system, and the lack of special pedagogical and methodical literature.

- 3) Another form of information technology that allows to improve the management process of general secondary schools in the conditions of modernization of education is the establishment of an active information exchange in the system of educational institutions, the establishment of inter-institutional relations and the rapid activity of management bodies organized in this way.

Objective and subjective factors affect the activities of general education schools differently and randomly. Each general education school must be able to respond to external influences in necessary situations while maintaining its integrity. That is, general education schools should have different programs of action, as well as be able to plan actions that affect the management system.⁴

Despite the high level of development of information technologies in modern conditions, the study of the activities of educational institutions showed the following shortcomings:

1. sometimes initial information is delivered late or changed to the management bodies of educational institutions;
2. for various reasons, management bodies cannot process information and do not make the necessary decisions on it;
3. due to the lack of qualities such as efficiency, intelligence, and initiative in some members of the management bodies, they cannot understand the essence of the provided information and information and do not have the opportunity to make appropriate decisions about them.

According to the results of the theoretical analysis (I.T.Bolabanov, S.F.Frolov, Z.A.Kapitonov), the following methods are effective in establishing rapid information communication between educational institutions and information centers:

- 1) Monitoring - provides an opportunity to directly monitor social changes and important events taking place in society.
- 2) Analysis of documents of educational institutions - creation of a database of documents, text, magnetic tapes, diskettes or discs, data, full storage of information and its delivery to users is considered effective.

In order for document analysis to be effective, it is necessary to follow the following rules:

- 1) to be aware of the methods of correct use of documents;
- 2) adequate understanding of the essence of documents;
- 3) correctly understand the requirements stipulated in them and do not ignore them.

Official documents (regulations, instructions, recommendations, reports, etc.) are generally more reliable than informal documents (letters, daily correspondence, etc.).

There are methods of document analysis: traditional (understanding, analysis of the content of information) and formal (determining qualitative and quantitative indicators of information, analyzing them in a certain time by organizing questionnaires).

3. Questionnaire - oral or written forms are organized and help to collect information. Questionnaires have forms such as questionnaire, interview, interview, question-and-answer,

⁴ Fazilov J.K. Pedagogical principles of managing extracurricular education system in Uzbekistan under independence: Ped.fanl.nomz. ... diss. autoref. - T.: 2007. - 23 p.

expert assessment.

4. The test is one of the methods of psychological diagnosis. Using this method, subjects are presented with a set of questions in a specific order and with several answer options, they are conducted to identify individual differences, to know, and it helps to find out the necessary level of the subject's necessary knowledge, skills, personal qualities and other aspects.

5. Analysis of the effectiveness of the organized event - serves to evaluate the organization and conduct of the event, to determine the achievements and shortcomings, and to evaluate the achieved results. In this case, the results are compared with the stated goal. Although this method is effective in improving the management process of general secondary schools in the conditions of education modernization, the heads of institutions do not actively use this method.

6. Keeping a daily control book - to study the level of general, including innovative activities of schools of general education, to identify problems in this regard and to determine the tasks that need to be solved.

Based on scientific observations, it can be said that in managing the innovative activities of educational institutions of general education, it is desirable to use a set of methods that can be effectively used in this process to achieve rapid information exchange, to achieve mutual cooperation with various information centers, and to establish strong relations between them. After all, the rapid reception of information by general education schools, their processing, analysis from a scientific and methodological point of view, mutual comparison, generalization, division into groups enriches the content of innovative activities, determines the directions of practical actions planned to be implemented in this way, and is the basis for educational services. information provides logical enrichment of knowledge. In short, the collection of information can be a necessary mechanism for the organization of innovative activities.

Scientific methodical works appear as another form of information technology that plays an important role in improving the management process of general secondary schools in the conditions of modernization of education, they are based on the results of scientific achievements, best practices, scientific research and the analysis of teachers' pedagogical activities. The general essence, main theoretical ideas and important practical results of the scientific methodical works are focused on the further improvement of the professional skills of pedagogues, the enrichment and development of the possibilities of the pedagogical team.

Conducting scientific-methodical work, which is a new direction in the activities of general education schools, requires the performance of complex tasks in order to identify pedagogical problems relevant for educational practice and to solve them. Based on the organization of scientific-methodical works, advanced pedagogical experiences will be popularized, the pedagogical team will be introduced closely to advanced pedagogical and psychological technologies, achievements in various disciplines, and principles that serve to ensure the effectiveness of education.

Conclusion: At this point, scientific-methodical work in improving the management process of general secondary schools in the conditions of modernization of education ensures the occurrence of positive changes.

In the context of modernization of education, it is a complex process to apply various forms of information technologies that are effective in improving the management process of general secondary schools. When using information technologies in the activities of educational institutions, it is necessary to take into account their creative character, compliance with the existing material and technical conditions, and the possibility of equal use by all pedagogues with different levels of professional experience.

Thus, psychological-pedagogical and informational support is important in the innovative management of general education schools, and the attention of the leaders of the educational institution to the effective use of these factors serves to ensure the success of the process. Also, it

is important to take into account the existence of innovative resources and organizational-technological factors in improving the management process of general secondary schools in the conditions of modernization of education.

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